

# Strategic Plan

Spring 2019- 2021



THE UNIVERSITY OF TEXAS AT AUSTIN

# The University of Texas at Austin Wellness Network Strategic Plan

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## Mission

The mission of the Wellness Network is to collaborate to create a healthier UT for everyone.

## Vision

The Wellness Network strives to lead a movement of well-being at UT Austin. The Wellness Network envisions a campus culture where health and well-being are a priority in every area of our community. We strive for a campus where all students, faculty and staff have the access and support they need to thrive and live healthy and fulfilling lives.

## Values

Sharing a fundamental belief that growth and development are built upon a foundation of health and wellness, the Wellness Network values:

- **Holistic health and wellness**- The health of the whole person is important and inextricably linked to the health of the whole campus.
- **Collaboration and partnership**- In order to accomplish meaningful change on the Forty Acres, individuals and departments must collaborate and build partnerships. Every collaboration and partnership improves the health and wellness of our campus.
- **Prevention**- To achieve maximum impact on key health & wellness issues, our focus and energy should be directed to addressing root issues that lead to negative health outcomes.
- **Diversity and inclusiveness**- Per our Diversity and Inclusion Statement, the broad range of perspectives and experiences of all members of our community are sought, heard, respected and utilized to steer our work.
- **Assessment**- Data and assessment best practices inform strategic decisions and new initiative development.
- **Alignment**- All efforts toward health and wellness at the university are undertaken within the context of the existing university mission and goals.
- **Balance**- Individuals thrive and succeed when they find their own unique and fulfilling fit between work, play, and academics.

## Definition of Wellness

Wellness...

- Is a personal journey. It is an active process of developing a healthy and fulfilling life where we live, work, and play.
- Requires having basic needs met (such as shelter, safety, nutritious food, access to quality healthcare and education, etc.) in an environment and culture that emphasizes health.
- Is impacted by an individual's behaviors, relationships, communities and the greater climate that we live in.

Wellness encompasses many interconnected dimensions **{INSERT DIMENSIONS GRAPHIC HERE}**  
{Environmental, Financial, Intellectual, Mental, Occupational, Physical, Social}

## Diversity Statement

The Wellness Networks believes that wellness is a fundamental right that is inextricably linked to health and social justice. The Wellness Network recognizes that institutional systems and environments have a history of prejudice and discrimination, especially towards underrepresented communities.

As such, the Wellness Network is dedicated to actively acknowledging and understanding health disparities, eliminating prejudicial practices and equitably promoting the health of the entire UT community. Our university is strengthened by the representation of diversity in all its forms, including the many identities people hold. As a hub for collaboration and connection, the Wellness Network elevates the work of our campus partners and commits to creating an accessible and inclusive community, united in fostering a culture of wellness and health for all students, staff and faculty.

## Wellness Network Structure

**Executive Board:** The Executive Board works to provide strategic direction and advocacy for Wellness Network. They engage leadership across campus, assist committees in accomplishing their goals, and address issues of resource allocation, committee composition and creation, and strategic planning for the Wellness Network. Executive Board members are leaders around health and wellness on campus, and have representation from faculty, staff, and students. The Executive Board meets monthly to discuss strategic planning progress and activities, rising health & wellness trends, and review concerns or needs from Leadership Team.

**Leadership Team:** The Leadership Team is comprised of committee chairs, Executive Board members, and other health and wellness leaders on campus. Leadership Team members are connectors, collaborators, and act as stewards of Wellness Network on campus. The Leadership Team meets monthly to learn from each other's success, connect to campus partners, and discuss ideas for more connected health & wellness work on campus.

**Committees:** Committees bring together invested stakeholders across campus to strategically address priority health and wellness issues that impact UT Austin. Committees are comprised by staff, faculty, and students that volunteer to participate. Committee co-chairs schedule meetings and agendas, but often committees meet on a monthly basis.

**General Members:** A member of Wellness Network is anyone at any level of involvement who is interested in wellness for themselves and/or UT Austin. Membership can be as easy as joining out listserv, attending events sponsored by Wellness Network (including committees), or can be someone who holds a formal role on a committee or guiding body of Wellness Network. Wellness Network All Member Meetings are held twice per academic year, and are open to any Wellness Network member, or anyone interested in becoming a member.

## Goals & Strategies 2018-2021

The Wellness Network has determined four goals to help advance the mission of the organization through the end of the 2020-2021 academic year. The four goals are:

1. **Connection & Collaboration:** Engage partners across campus to prioritize and incorporate wellness throughout university life.
2. **Diversity & Inclusion:** Integrate diversity and inclusion into the work done by Wellness Network.
3. **Communication:** Highlight the existing ways the UT community prioritizes health and wellness in an effort to increase visibility of how UT prioritizes well-being.
4. **Administration:** Align Wellness Network infrastructure and systems for maximum success as an organization.

### *Internal and External Strategies*

The Wellness Network Leadership Team identified strategies to accompany each goal and guide us toward action. The strategies are divided into two categories:

- **Internal Strategies:** Reflect the work that will be done within Wellness Network teams, committees, and meetings.
- **External Strategies:** Reflect the work that Wellness Network will do to meet the needs of the UT Austin campus community.

## **Goal 1: Connection & Collaboration**

*Engage partners across campus to prioritize and incorporate wellness throughout university life.*

### ***INTERNAL STRATEGIES:***

- I. Create list and/or network map of existing & potential partners on campus in effort to assess connections & create plans for new stakeholder engagement.**
  - a. Display network map on Wellness Network website.
  - b. Identify gaps in membership & engagement in Wellness Network, and create member recruitment plan.
  - c. Leverage committee specific connections to elevate Wellness Network involvement and reach.
- II. Create learning opportunities between committee leadership and members in effort to create more synergy between WN entities.**
  - a. Use Leadership Team meetings as opportunities for members to learn from each other about topics covered by Wellness Network, and learn about potential connections across campus to maximize their success.
  - b. Develop system for encouraging and tracking Leadership Team member attendance at various Wellness Network Committee initiatives, including meetings and events.

### ***EXTERNAL STRATEGIES***

- I. Build new partnerships & nurture existing relationships throughout campus to recruit new members and form collaborations.**
  - a. Use Membership Engagement experiences to cultivate deeper partnership on campus.
  - b. Implement member recruitment plan to ensure representation on Executive Board, Leadership Team, and general membership.
  - c. Illustrate the collaborative nature of Wellness Network by identifying opportunities for committees to collaborate on events and projects.
- II. Increase student involvement with Wellness Network.**
  - a. Elevate work of Student Roundtable Committee as effort to increase student involvement in health and wellness work on campus.
  - b. Reach out to student organizations to encourage connections to Wellness Network.
- III. Increase faculty and staff involvement with Wellness Network.**
  - a. Work with Human Resources to develop plan for communicating opportunities for involvement to new employees.
  - b. Present to faculty and staff councils about Wellness Network on an annual basis.
  - c. Identify existing research and speakers on campus connecting to health, and highlight through Wellness Network events.
- IV. Identify and work with policy makers and culture changers at UT to advocate for wellness or assist in policy and systems change.**
  - a. Inform upper level administrators of Wellness Network initiatives, services and resources, and share ways in which administrator's portfolios can get involved.
  - b. Position Wellness Network to be considered for representation or consultation during decision making related to campus health and wellness.
  - c. Continue partnership with Student Government, Graduate Student Assembly, Faculty Council, Staff Council, and other change making groups on campus.

## **Goal 2: Diversity & Inclusion**

*Integrate diversity and inclusion into the work done by Wellness Network, and find opportunities to make connections between well-being, health equity, and health disparities.*

### ***INTERNAL STRATEGIES:***

- I. Develop & implement training model for Executive Board and Leadership Team members on connection between diversity & inclusion and health.**
- II. In alignment with the University Diversity & Inclusion Action Plan (UIDIDAP), create diversity & inclusion guidelines for all Wellness Network initiatives.**
- III. Review the Wellness Network Diversity & Inclusion statement annually or as critical feedback arises.**
  - a. Create outlet for feedback on statement through Wellness Network website.

### ***EXTERNAL STRATEGIES:***

- I. Identify and develop outreach strategies to recruit members from historically uninvolved or underrepresented populations in the University community.**
  - a. Identify additional faculty, staff, or organizations whose work relates to health equity and health disparities to build partnerships and pursue opportunities for collaboration.
- II. Add diversity & inclusion guidelines into Wellness Network communication & messaging plans**
  - a. Promote and connect partners and events on campus that highlight connections between health, culture, inclusion, etc.
  - b. Ensure Wellness Network Diversity Statement is visible and prominent on Wellness Network website and printed materials, and is incorporated into initiatives where appropriate.

## **Goal 3: Communication**

*Highlight the existing ways the UT community prioritizes health and wellness in an effort to increase visibility of how UT prioritizes well-being.*

### ***INTERNAL STRATEGIES:***

- I. Create and implement Wellness Network branding/style guide.**
  - a. Build brand awareness of Wellness Network as experts and resource hub in health and wellness.
  - b. Ensure sub-committees and workgroups are utilizing the Wellness Network style guide in their external communication.
  - c. Encourage utilization of the Wellness Network logo on partner communication channels.
- II. Develop three year Wellness Network communication plan.**
  - a. Develop “elevator speech” to describe the work of the Wellness Network, and train all Executive Board and Leadership Team members on the pitch.
  - b. Identify how Wellness Network website, social media, and other channels could be better utilized to promote brand.
  - c. Revise Wellness Network website content to highlight Wellness Network identity, accomplishments, and involvement opportunities.

### ***EXTERNAL STRATEGIES***

- I. Utilize Wellness Network website to house information to connect campus members to health & wellness resources and opportunities.**
  - a. Solicit information from Wellness Network members and campus stakeholders about health and wellness initiatives on campus.
- II. Use a variety of communication channels to increase campus awareness of Wellness Network initiatives, services, and resources.**
  - a. Develop social media plan and identity focused on promoting Wellness Network initiatives.
  - b. Forge partnerships with all communicators on campus to help promote Wellness Network.
  - c. Promote and send monthly newsletter to all Wellness Network Members to highlight collaborations, events, etc.
  - d. Create and distribute one page postcard about Wellness Network.
  - e. Develop a presentation that can be used to educate departments/units and other organizations on campus about Wellness Network and promote membership.
- III. Share Wellness Network’s best practices with other universities.**
  - a. Wellness Network members will share about Wellness Network initiatives through conferences, posters, and representation in national or professional organizations.





## Goal 4: Administration

*Align Wellness Network infrastructure and systems for maximum success as an organization.*

### **INTERNAL STRATEGIES:**

- I. Adapt Wellness Network organizational structure to ensure representation and clarify roles.**
  - a. Define roles and involvement levels for Wellness Network, and create involvement roadmap for public view.
  - b. Develop Leadership Team membership framework (including recruitment process) and guidelines for terms held.
  - c. Create co-chair roles & recruit for all committees.
  - d. Revise descriptions of Diversity, Membership Engagement, Communications, and Assessment chair roles.
- II. Create guidelines for committee creation and dissolution.**
  - a. Create process for members to submit ideas for committees and initiatives.
  - b. Develop and utilize tools for committees to measure success and progress.
- III. Implement Leadership Team meeting structure that assists in knowledge gain and skill building to increase success of committees.**
- IV. Create annual Committee charge documents to foster alignment with Wellness Network strategic plan and highlight implementation of best practices.**
- V. Define and develop Wellness Network evaluation plan, including outcome indicators.**
  - a. Create logic model that can be used in discussions with stakeholders and displayed on communication channels.

### **EXTERNAL STRATEGIES**

- I. Explore retention & engagement strategies for members of the Wellness Network.**
  - a. Host orientation events at the beginning of each semester to welcome new members to Wellness Network.
  - b. Develop more clear and intentional ways to connect interested parties to committees and Leadership Team roles.
  - c. Develop recognition initiatives for members in Wellness Network.
- II. Identify opportunities for Wellness Network representation on campus committees, bodies, task forces, etc.**
  - a. Cultivate a relationship with all portfolios on campus (VPSA, DDCE, University Operations, EVP, and Provost).
- III. Identify and implement strategies to engage Wellness Network members more frequently.**
  - a. Create approaches that inform members of different health and wellness topics and the work of the Wellness Network.

## Appendix A: 2018-2019 Wellness Network Executive Board

The Wellness Network Executive Board, with input from the Leadership Team, wrote and developed the strategic plan based on discussions with the Wellness Network membership and consultation with key stakeholders. The Executive Board comprises the following members:

- Brittany O'Malley  
*Chair, Wellness Network*  
*Assistant Director for Prevention, University Health Services & Counseling and Mental Health Center*
- Susan Hochman  
*Assessment Chair*  
*Associate Director, University Health Services & Counseling and Mental Health Center*
- Kouang Chan  
*Director and Student Ombudsperson, University Ombuds Offices*
- Nosse Ovienmhada  
*Work-life & Wellness Manager, HealthPoint Wellness Program*
- Melanie Grice  
*Director, Human Resources, University Housing & Dining*
- Jessica Hughes Wagner  
*Assistant Director, Center for Health Communication*
- Adrienne Mackenzie  
*Associate Director, Recreational Sports*
- Katy Redd  
*Associate Director, University Health Services & Counseling and Mental Health Center*
- Liz Gershoff  
*Faculty Welfare Committee Chair*
- Beth Busse  
*Chair – Staff Council Health & Wellness Committee*
- Abby Brown  
*2018-2019 Student Government Health & Wellness Liaison*  
*\*Student Government Representative changes annually*
- McKenna Richards  
*2018-2019 Student Government Health & Wellness Liaison*  
*\*Student Government Representative changes annually*
- Chris Wight  
*2018-2019 Graduate Student Health Agency Director*  
*\*Student Government Representative changes annually*

## **Appendix B: Committee Descriptions & Leadership**

### **BeVocal Committee:**

BeVocal is a university-wide initiative to promote the idea that individual Longhorns have the power to prevent high-risk behavior and harm. BeVocal builds on the existing expertise of campus centers and departments at UT Austin and unifies these with consistent messaging and content.

2018-2019 Co-Chairs:

*Marian Trattner, BeVocal Coordinator, University Health Services & Counseling & Mental Health Center*

*Emily Shryock, Assistant Director, Services for Students with Disabilities*

### **Committee on Substance Safety & Overdose Prevention (COSSOP)**

The Committee on Substance Safety and Overdose Prevention works to address substance use safety and overdose prevention in the UT community through a public health and harm reduction framework. This committee also seeks to provide education and reduce stigma surrounding help seeking behaviors. A focus of the committee has been on preventing opioid misuse and overdose via the provision of naloxone.

2018-2019 Co-Chairs:

*Matthew Olson, Alcohol & Other Drug Counseling Program Coordinator, Counseling & Mental Health Center*

*Alice Gerhart, Alcohol & Other Drug Counseling Program Coordinator, Counseling & Mental Health Center*

### **Hazing Prevention Committee:**

The Hazing Prevention Workgroup was created in the fall of 2013 in order to identify campus stakeholders who have an investment in hazing prevention. The workgroup hopes to develop uniform and consistent messaging and core concepts for our community regarding hazing.

2018-2019 Co-Chairs:

*Jenny Mason, Prevention & Risk Management Coordinator, Office of the Dean of Students*

*Michelle Emery, Suicide Prevention Coordinator, University Health Services & Counseling & Mental Health Center*

### **High-risk Drinking Prevention Committee:**

This committee works to reduce high-risk drinking through research, campus and community partnerships, and recommending environmental management strategies and policy changes.

2018-2019 Co-Chairs:

*Matthew Olson, Alcohol & Other Drug Counseling Program Coordinator, Counseling & Mental Health Center*

### **Healthy Dining Committee:**

This work group promotes various healthy dining options on campus and makes recommendations for new, innovative initiatives that increase access to healthy dining options at UT-Austin.

2018-2019 Co-Chairs:

*Sarah Frey, Health Promotion Coordinator, University Health Services & Counseling & Mental Health Center*

**Mental Health Promotion Committee:**

This committee brings together faculty, staff, and students in order to promote a culture that supports and practices evidence-informed mental health promotion at UT-Austin. Specifically, any initiative that emerges from this committee will look at one or more of the following: mindfulness; expressing gratitude; social connectedness; resilience; personal growth and life-purpose discovery; self-acceptance; or creativity and play.

2018-2019 Co-Chairs:

*Kelsey Lammy, Mental Health Promotion Coordinator, University Health Services & Counseling & Mental Health Center*  
*Mandy Colbert, Health Promotion Coordinator, University Health Services & Counseling & Mental Health Center*

**Student Roundtable:**

The purpose of the Student Roundtable is to create a community of like-minded students working towards prioritizing health and wellness in the lives of UT students. Students from various wellness-related student organizations across campus are able to connect with one another to collaborate on common initiatives, discuss strategies for taking an active role in promoting healthy lifestyles, and have organic conversations about the wellness climate of UT. The Roundtable serves as an important connection between the Wellness Network and the student body. Student participants are able to learn about the resources and initiatives of the Wellness Network, and also provides valuable insight on health and wellness issues from the perspective of students to Wellness Network Leadership.

2018-2019 Co-Chairs:

*McKenna Richards, Undergraduate Student*

## **Appendix C: Non-Committee Leadership Positions**

### **Chair:**

The Chair of Wellness Network provides overall leadership for the Executive Board, Leadership Team, and General Membership. The Chair guides the strategic vision and growth of Wellness Network, and leads day to day planning of Wellness Network activities and administration.

2018-2019 Chair:

*Brittany O'Malley, Assistant Director for Prevention, University Health Services & Counseling & Mental Health Center*

### **Assessment Chair:**

The Assessment Chair provides consultative support upon request to committees seeking assistance to conduct needs assessment or evaluate initiatives. Furthermore, the chair is responsible for collecting and analyzing relevant data to identify University needs, assets, benchmarks, and trends in the area of health and wellness. The Assessment Chair shares relevant data with stakeholders in diverse ways, including presentations and an annual report card.

2018-2019 Chair:

*Susan Hochman, Associate Director, University Health Services & Counseling and Mental Health Center*

### **Communications Chair:**

The Communications Chair provides oversight and leadership to promote Wellness Network and its functions. This includes strategizing and working with other Wellness Network members to create communication materials that support recruitment efforts and refining and tailoring existing communication materials to support recruitment to varied audiences. The chair works closely with the Member Engagement committee to support their continued efforts to recruit faculty, staff and students to participate in Wellness Network, and provides consultative communication support upon request to committees seeking assistance. The chair is the managing editor of the Wellness Network website, which is used as a primary communication channel about Wellness Network workgroups and committees.

### **Diversity & Inclusion Chair:**

The Diversity & Inclusion Chair provides consultative support to committees seeking assistance in incorporating principles of equity into health & wellness work. This position guides Wellness Network to ensure all activities are in alignment with the University Diversity & Inclusion Action Plan (UIDIDAP), and provides vision and strategy for ensuring that all Wellness Network bodies represent UT campus.

### **Member Engagement Chair:**

This Membership Engagement Chair works to recruit and sustain the members of Wellness Network. The chair helps develop strategic channels for keeping members engaged, including planning events, sending monthly communications, and working with committees to engage diverse representatives from across campus in their work.

2018-2019 Chairs:

*Katherine Prottil, Health Promotion Coordinator, University Health Services & Counseling & Mental Health Center*

# Committee Charge Documents

2018-2019



THE UNIVERSITY OF TEXAS AT AUSTIN

# Executive Board

## 2018-2019 Committee Charge

### Committee Goals:

1. Create an engagement plan for working with University leadership
  - a. Aim for increased awareness of and buy in for Wellness Network
  - b. Identify how and who to engage around funding and resources
  - c. Identify opportunities where WN could be represented on campus, including serving or presenting at campus committee meetings, representing WN in our existing committee roles, etc.
2. Identify opportunities to use WN as advocate for policy changes on campus
3. Foster connections at a national level, and benchmark with other campuses to identify trends in coalition building around health and wellness on college campuses
4. Establish structured connection plan to Leadership Team
5. Create system for WN Committee leadership, committee formation, etc.
6. Increase campus awareness of Wellness Network, including increased brand recognition across campus, recognition & inclusion by University leadership, and increased membership.
7. Identify and recruit Diversity Chair and Communications Chair to aid in success of Strategic Plan goals.

### Support of Strategic Plan:

The Executive Board will be responsible for moving the strategic plan forward, identifying and holding accountable all parties that can help move the goals forward. The Executive Board will primarily be responsible for moving forward the internal strategies for Goals 1-3, and the leader on Goal 4, in consultation with Leadership Team.

### Indicators of Success:

1. Increase in brand awareness of Wellness Network from Spring 2019 to Spring 2020 (based on survey?)
2. Development and implementation of engagement plan
  - a. Increased representation of Wellness Network on campus committees, task forces, etc.
  - b. # of presentations given to campus entities
3. Increased inquiries and referrals to Wellness Network
4. Reported satisfaction in connection & communication from Leadership Team & Exec Board members
5. Secure sustainable funding for Wellness Network
6. Successful recruitment of Diversity and Communications Chairs

# BeVocal Committee

## Committee Goals:

1. **Communication:** Generate and expand communication and messaging efforts
  - a. **Internal Strategy:** Build social media content and consistency.
  - b. **External Strategy:** Increase social media followers.
  - c. This goal will be measured by using the baseline of our current social media outlets and showing a 10% increase by the end of the year.
2. **Connection and Collaboration:** Increase professional development opportunities for BeVocal trained facilitators who are faculty and staff to integrate bystander intervention into workplace setting
  - a. **Internal Strategy:** Retain current Faculty Advisory Board Members and develop a way to diversify the board.
  - b. **External Strategy:** Hold two faculty focus groups in Fall 2018 to learn more about faculty culture for reducing harm.
  - c. This goal will be measured by creating a workshop specifically for faculty and then piloting it in the Spring.
3. **Diversity and Inclusion:** Expand BeVocal workshop curriculum and training efforts to support the creation of a BeVocal Facilitator Network.
  - a. **Internal Strategy:** Create a curriculum model document and Wiki Page for trained facilitators to access. Add additional content into these documents for how social identities influence the work of bystander intervention.
  - b. **External Strategy:** Increase number of trained facilitators and find ways to re-engage past facilitators.
  - c. This work will be measured by holding a networking event and professional development opportunity for trained BeVocal facilitators in the Fall and Spring.

## Support of Strategic Plan:

The work of the committee will support the Wellness Network's Strategic Plan goals this year by focusing on the Diversity and Inclusion and Connection and Collaboration Goals. Specifically, BeVocal will work with the Faculty Innovation Center and our Faculty Advisory Board to strive to reach more faculty whose work and research interests relates to BeVocal. For the Connection and & Collaboration Goal, BeVocal will assist the leadership team in building new partnerships and nurture existing relationships in order to expand the initiative.

## Indicators of Success:

Some ideas for the indicators of success overall could be creating and marketing a new workshop for faculty on building a culture of care within their departments and classrooms. BeVocal hopes to hold a series of focus in the late Fall to gather faculty input on their work place culture to inform the creation of a workshop. Another indicator of success is an increase in workshop requests from new campus partners and student organizations. The Wellness Network Executive Team can get this information from Marian.



# Committee on Substance Safety and Overdose Prevention (COSSOP)

## **Committee Goals:**

1. Identify potential co-chair, which will be measured by appointing or offering an appointment to another stakeholder of the UT community.
2. Secure funding and hold RX Take Back Day event, which will be measured by securing funding and successfully holding the RX Take Back Day.

## **Strategic Plan Support:**

The work of the COSSOP committee will support the WN Strategic Plan goals in that goals align primarily with goal 1 of Connection and Collaboration and goal 4 of Administration.

## **Indicators of Success:**

Indicators of success would be increased participation in the RX Take Back Day and continuing to grow the committee in terms of membership.

# Hazing Prevention and Education Committee

## **Committee Goals:**

### Short Term Goals

1. Develop a foundational action plan.
2. Create a list of possible data sources across campus and the country on hazing.
3. Create a list of audiences for future outreach opportunities.
4. Identify already existing programs, meetings, or initiatives on campus that hazing prevention could be incorporated within.
5. Establish ongoing opportunities to build the foundational knowledge of hazing prevention amongst committee members (both short and long-term goal).

### Long Term Goals

1. Establish ongoing opportunities to build the foundational knowledge of hazing prevention amongst committee members (both short and long-term goal).
2. Collect assessment data on hazing from identified data sources and develop recommendations for ongoing data collection.
3. Develop a campus wide approach to hazing prevention that can be tailored to meet the needs of any given audience.
4. Establish evidence-based year-round education, training and communication initiatives that address at minimum the definition of hazing, campus and national norms/statistics on hazing, bystander intervention, reporting processes, resources for support, and positive group behaviors for identified audiences.
5. Assess and develop recommendations to reduce the barriers to report hazing and structures in place to support individuals who report.

## **Strategic Plan Support:**

The Hazing Prevention and Education Committee will support the Wellness Network Strategic Plan by continuing to develop strategic and lasting partnerships with on and off campus stakeholders (Goal 1). The committee will promote the Wellness Network in outreach and educational opportunities (Goal 3) and continue to establish internal committee roles and documentation to support committee sustainability (Goal 4).

## **Indicators of Success:**

Indicators of success to assess the progress of the hazing prevention and education committee include but are not limited to:

1. The number of education/outreach presentations or meetings conducted
2. The number of attendees at education/outreach presentations
3. The number of active and engaged committee members
4. Response rate and feedback on surveys for outreach initiatives
5. Engagement on the new campus-wide hazing prevention website (coming soon)
6. The number of professional development opportunities offered to committee members
7. The number of hazing reports provided to the institution

As the work of the committee continues to evolve the possible indicators for success will be evaluated.

# Healthy Dining Committee

## **Committee Goals:**

1. To complete the Healthy Dining Lite Bites Project by the end of the 18-19 school year.
  - a. By December 21st, 2018, 100% of signage will be put up on existing vending machines. This includes all 3 educational print materials.
  - b. By the end of the Fall 2018 semester we will have a list of all vending machines that have signage.
2. To have Student Hydration Station project completed in the 18-19 academic school year.
  - a. By January 31st, 2019- All 8 bottle filling stations will be installed.
  - b. By May 2019, Student Hydration Station project will have an outreach/education and evaluation campaign plan.

## **Strategic Plan Support:**

The Healthy Dining Committee supports the Wellness Networks strategic plan of Connection and Collaboration and Communication. We do this by welcoming all members of the UT Austin community who have interest in the food landscape to our meetings and building time into each meeting for committee member's thoughts, reflections and ideas. This year we specifically plan on collaborating with the Healthy Horns Peer Educators on the outreach and education efforts of our Student Hydration Station initiative. We will continue our partnership with the Student Government, The Office of Sustainability and Project Management and Construction Services.

## **Indicators of Success:**

A change in the number of hits we get to the HDC website (contact Blake). There are two ways in which we plan to measure the success of our committee's goals. Success of Lite Bites will be measured by how many lite bite signs have been put on designated vending machines. Success of Student Hydration Stations will be measured by the instillation of 8 hydration stations, the outreach/educational campaign and the evaluation of project.

# High-Risk Drinking Prevention Committee

## **Committee Goals:**

1. Identify potential co-chair, which will be measured by appointing or offering an appointment to another stakeholder of the UT community.
2. Conduct Water Distribution at UT tailgates.
3. Increase committee involvement by adding new members to the committee.

## **Strategic Plan Support:**

The work of the HRDP committee will support the WN Strategic Plan goals in that goals align primarily with goal 1 of Connection and Collaboration and goal 4 of Administration.

## **Indicators of Success:**

Indicators of success would be increased participation in the Water Distribution and continuing to grow the committee in terms of membership.

# Mental Health Promotion Committee

## **Committee Goals:**

1. Increase engagement of faculty, staff, and students on Canvas Mental Health Promotion page.
  - a. Objectives:
    - i. Create communication/marketing plan to promote canvas page
    - ii. Develop more interactive opportunities on canvas page
    - iii. Create incentives for participating in canvas page
    - iv. Create and distribute survey around membership needs and interests for the canvas page
  - b. Measures:
    - i. Increase members of canvas page by 50% (69 -> 95 members)
    - ii. Increase engagement on discussion boards
    - iii. Increase average activity time on page by 20%
2. Increase opportunities/capacity for members to incorporate the resources provided in the canvas page into their specific areas on campus (i.e. classrooms, organizations, departments, residence halls, etc.)
  - a. Objectives:
    - i. Create sharable resources and activities for members to infuse in their specific areas
    - ii. Create a feedback loop and open dialogue surrounding members' experiences using tools/resources
    - iii. Create and distribute survey to members about the resources, activities, and tools in canvas page
  - b. Measures
    - i. Create and oversee discussion platform in canvas around members' experiences infusing content
    - ii. Use survey results to inform and improve resources, activities, and tools in canvas

## **Strategic Plan Support:**

The Mental Health Promotion Committee's aligns with the Wellness Network's goals in the following ways:

1. Providing space/opportunity for faculty, staff, and students to talk about mental health as it intersects with various identities (Goal 2).
2. Increasing the collaboration of faculty, staff, and students around mental health promotion, support, and resources (Goal 1).
3. Developing a communication and marketing plan for the mental health promotion committee that supports and furthers the communication plan of the network as a whole (Goal 3).
4. Creating an evaluation plan for our canvas page to ensure members' needs are being met (Goal 4).

## **Indicators of Success:**

The Mental Health Promotion Committee has several ways to measure success of our committee. Our evaluation components consist of gathering data and indicators from the annual NCHA survey as well as surveys we will administer ourselves with our members.

The goal for the mental health promotion committee is to increase positive mental health and wellness behaviors as reported by the NCHA survey. In addition, we will be creating, implementing, and distributing surveys to gauge the needs and wants of committee members. This will include how we can change the structure of the Canvas page in order to best capture and respond to the needs of students, staff, and faculty around mental health.

# Student Round Table

## Committee Goals:

1. Finalize a working model for the Round Table that outlines its mission, goals, and meeting structure
2. Identify another student leader to work on the Round Table and implement a plan for sustainment in coming years
3. Recruit students and begin hosting regular meetings of the Round Table, learning from experience to make adjustments and improvements as necessary

## Strategic Plan Support

While none of the main goals for the year explicitly mention the Wellness Network Strategic Plan goals, the plan goals still play a crucial role in the Round Table's goals for the year. The first goal in particular will be heavily influenced by the strategic plan, as the mission and goals of the Round Table will be developed around supporting the goals of Wellness Network as a whole. While the Round Table is still taking on its finalized form, thought has already been given to how this committee can support the charge goals by reflecting them in committee goals.

A few examples of potential connections between Wellness Network goals and Round Table goals:

1. Strategic Plan goal: connections and partnership
  - a. The Round Table is a great opportunity to engage the student body and begin discussions about how students can promote health and wellness within the organizations they're already a part of, and thus, with the student body at large. Collaboration between Wellness Network and the Round Table members provides a direct line of communication to the student body and allows Wellness Network to forge new partnerships and broaden its impact on campus.
2. Strategic Plan goal: diversity
  - a. The Round Table aims to support this goal by building a network of diverse students from around campus. By looking at a range of viewpoints and opinions, the Round Table hopes to facilitate discussions that yield a complete, inclusive understanding of the UT experience as it relates to health and wellness. Thus, one potential goal for the year is to welcome and encourage an open and inclusive dialogue.
3. Strategic Plan goal: highlight the existing ways in which we prioritize health
  - a. The Round Table is a great way for Wellness Network to stay in the loop about what events are happening on campus, as well as for students to be informed about Wellness Network happenings. When developing the meeting structure, potentially incorporating a dedicated time to discuss these events would contribute to this goal.

As the Round Table goals begin to take shape and become more clearly defined, I hope to incorporate these and other plan goals while creating the committee's individual goals. If successful, the final goals for the committee will reflect those of the Wellness Network at large.

## Indicators of Success:

Success for the Round Table can be measured by the first few meetings of the Round Table. After meeting with students, the success of the meetings can be evaluated and changes to the Round Table model made as necessary.